



CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

March-April 1985
No. 51



Atlanta TDU

Unionism in Action

We are often asked, "What does TDU do for Teamsters? Why have a local chapter of TDU?"

The job of reforming our union and making it more democratic is a big one, and TDU has to take on many tasks to help get the job done. Our Bill of Rights (published on page two of every Convoy Dispatch) lays out what we stand for, but we urge you to read the following article on Atlanta TDUers' efforts to win elected stewards to find out first hand how Teamsters are building TDU and working to improve their local union at the same time.

Weldon Mathis is a heavyweight, and not accustomed to facing rank and file pressure, certainly not in his office as Secretary-Treasurer of the IBT (Mathis replaced Ray Schoessling last January) and very rarely in his Atlanta home Local 728. Some say that Mathis is a top contender for the IBT Presidency if and when Presser resigns or is forced to give up the crown.

So, when Mathis had to face over 400 Teamsters at a Local 728 meeting on March 9 he found himself in an uncomfortable position. Going into the meeting Mathis expected no more than a simple sparring match with rookie opponents, but the members had turned out to get news on the freight contract and to show their support for five bylaws amendments proposed by the Atlanta TDU Chapter. Of special interest was a bylaws change to allow elected stewards in Local 728.

When the dust had cleared, the rank and file had lost on a TKO, but what a fight it was.

Round one got off to a quick start. In preparation, the newly formed Atlanta TDU Chapter had trained hard and done their homework. Unlike many Teamster locals, 728's bylaws allow for amendments to be made in any month of the year, and require only a simple majority vote to approve.

Local 728 officials immediately sensed that they had a tough fight on their hands, taking notice of the large turnout and presence of TDU literature and buttons. As a precaution they quickly circulated through the aisles urging people to vote against the amendments.

continued on page 4

Vote No on Two-Tier and Cheap Casuals

Jobs Endangered by NMFA Concessions

"The best contract ever" is what Jackie Presser stated when he announced that he had a tentative NMFA, agreed to by Trucking Management Inc. (TMI) and the Motor Carrier Advisory Council (MCLAC).

TDU immediately issued a special contract bulletin, revealing the highlights of the proposal, and warning that it would mean a loss of Teamster jobs. On April 3, local union leaders met in Chicago to hear the deal, and it became clear that many of them would oppose it as well.

Contrary to Presser's denials of a two-tier agreement, that's exactly what you will get if it is ratified. It contains a two-tier of 70% start-up wages (\$9.60 or 23c a mile) for the first year, 80% the second year, 90% the third year and union scale the fourth year. Wages for casuals will be cut to \$11 an hour.

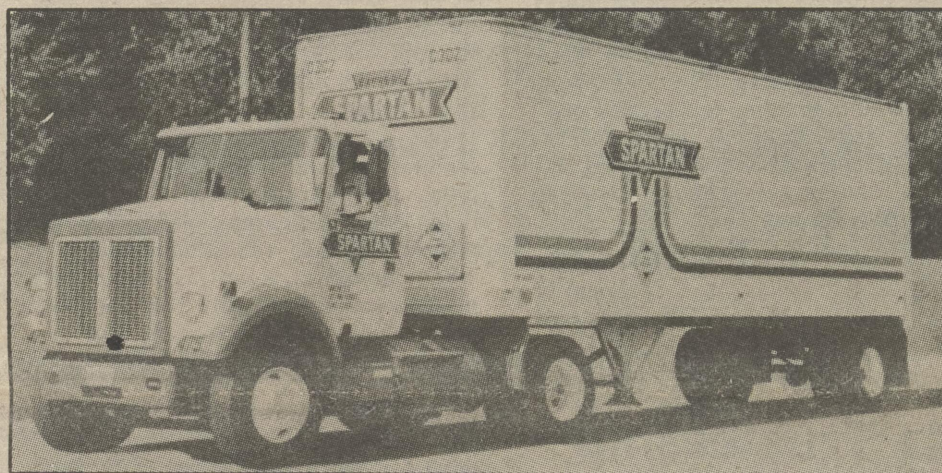
These two major concessions added together will give the companies a large monetary incentive to push higher seniority Teamsters out the door and replace them with cheaper labor.

Another incentive is Article 20 on "production" which was completely rewritten to exactly the employers' specifications! The clause stating that no production quotas can be introduced without the agreement of the local union has been eliminated. Further, the employers' drug testing program (where you are guilty until proven innocent) is included word for word.

Pension Contributions by the Day

In the Central and Southern Conferences, a further concession will give the employers one more reason to work you day-by-day: pension contributions will now be paid only on the

Is This Our Future?



Proposed contract no help with non-union divisions. The proposed NMFA settlement will do nothing to bring Spartan, a non-union subsidiary of Roadway, under union contract, or stop expansion of the many non-union divisions of Roadway, CF, Ryder/PIE, and other industry giants. Spartan has 21 terminals in six states, and is growing.

Presser claims to have "language" on this issue, but in 1982 we already got that kind of language. In fact, former IBT President Roy Williams stated in his letter to 200,000 Teamsters that "We have tightened up the successorship and subcontracting provisions to give us more protection against so-called 'double breast' operations and other schemes to evade the contract." These words proved empty, and the cancer of non-union subsidiaries and the use of non-union leasers has spread since 1982.

The big employers are laughing all the way to the bank on this issue, and the small carriers are in danger of being eliminated due to further discounting by the giants. We need a contract that will protect our future, not trade it away for a 19c raise.

days you work, instead of a whole week for one day worked.

Even the major media took note of these concessions. The *New York Times* reported that, "A tentative three year labor contract announced Sunday night by the Teamsters and trucking operators provides major concessions including the new (two-tier) wage structure and virtual elimination of the cost of living raise."

Cost of Living

Teamster job security is not the only

thing lost in this proposed deal. Your economic security was bargained away with the loss of the Cost of Living Allowance (COLA). In 1982 COLA was permitted to be diverted to benefit funds. In this deal, it is for all practical purposes eliminated. Instead there is a fixed raise of \$1.19 over three years (19c plus 31c owed to you from the old contract in the first year) and 50c in the next two years.

The raise is fine, but economists predict higher inflation,* and without

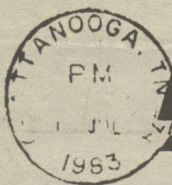
continued on page 6

Inside

Pre-Trip Pay Update	p. 3
McLean Foreman Guilty	p. 4
TMI: Fact and Fiction	p. 6
History of the NMFA	p. 7
UPS Wants Part-Time Drivers	p. 9
Pilot Shortchanges Drivers	p. 10

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From the Members

Urging People to Get Involved

I am ordering 100 copies of *Convoy Dispatch* to urge my people to get involved. I am 56 years old and intending to retire soon, but even though I should leave the job to younger brothers, I plan to get as many members as I can, and attend any meeting you have in Kansas City.

I started driving in 1950, left for a while, and then returned in 1965 to work in the city for Churchill Truck Lines. I was a steward for over 5 years. Years ago, John Coutts was my business agent, and was great. He just became President of Local 41 and I can say nothing against him until he's had at least a year in office. Then I'll decide to be for him or against him.

I might also tell you Churchill has a powerful steward who doesn't let them get by with anything. We've got work conditions that other truck lines can't believe just because our business agent and steward were powerful. We have a new business agent now, and time will tell.

Don Herrington
Local 41
Kansas City, Missouri

Rumors on Local 941 Trusteeship

Certain union officials here in Texas are spreading the rumor that El Paso Local 941 was put into trusteeship because its President, Danny Diaz, took union funds, and that he is in TDU. You should print something on this.

Name withheld
Local 941
El Paso, Texas

(We've heard this rumor, too. Diaz is not and never has been a member of TDU. A couple of members of TDU were on the executive board of Local

941, but resigned long ago in protest of his policies. TDU is not involved in the issue one way or the other. We note that a few years ago Diaz defeated the son-in-law of Dallas Teamster boss Charlie Haddock, sending Charlie's daughter and her husband back to Dallas. They had been installed there in an earlier trusteeship.)

Fears on Two-Tier Contract

There are fears at Roadway Express in Cincinnati, Ohio of "70%ers" getting all of the best paying runs, and full wage drivers getting what is left over, if there is a provision for "two-tier" wages in the upcoming freight contract. Because of these fears, there is talk going around about changing our dispatch rules. Specifically, there is talk of going from the wheel dispatch for road drivers to a seniority (hog) board.

I have watched people at Ryder wait for two weeks at a time for one tour of duty, and also participated in such a dispatch at McLean in 1977, and made the decision to resign and go to a wheel board at Roadway. Let's face it—you could work full time for three years, and then as soon as the hog board comes in—Wham!, and you're part-time. Part-time because higher seniority men will choose to work more often, and because the company will push for more production from them and eliminate jobs at the bottom.

Further, where it is used, the hog board divides members through the disgust and distrust it creates.

Because of these reasons, I feel the 70% excuse for changing to the hog board is unjustified and has no grounds to stand on, and we all should be ready to vote no on the upcoming contract if it has a two-tier clause. Keeping it out of the contract completely will be our only real protection.

John D. Minix
Local 100
Cincinnati, Ohio

Preston Manager Speaks Out

I read your paper every month. I am very surprised of the tactics being used by some carriers to undermine the union. I can tell you that not every outfit is like those you write about. I am an operations manager for Preston Trucking in a New England terminal. My men are not called employees, they are associates, and they are told every day how they performed. They are never hounded or watched like children.

If a man does a good job he is rewarded for it by a pat on the back and a handshake. Our company cares for the Teamsters. As a matter of fact, the company used to hand out a bonus just for management, but in 1982 we decided to give all employees a piece of the cake. Incidentally, each manager lost about \$3000 per year for this.

So why don't you people print success stories? Keep up the good work with your paper, but print some stories on the good companies, too.

A Concerned Coordinator

P.S. I have never read a more factual newspaper than *Convoy Dispatch*.

(Ed. Note: Any Preston drivers care to comment?)

Benefit Concert

Michigan and other area TDU supporters interested in attending the benefit concert for TDU on April 26 should contact the TDU office at (313) 842-2600 for ticket information. Folk singer and supporter of union causes Pete Seeger has offered to do the special concert, which will take place at Ford Auditorium in Detroit.

West Coast Office

For members in the western states, our San Jose, California office is available to serve you. To contact the west coast office call: (408) 971-1035; or write: TDU, PO Box 8548, San Jose, CA 95155.

TEAM WORK . . .



TDU Steering Committee

Co-Chairs:
Doug Allan, #208
Mike Belzer, #705
Pete Camarata, #299
Cliff Cooley, #600
Organizer:
Ken Palf, #407
Trustees:
Mike Friedman, #407
Konstantine Petros, #20
Maralee Smith, #142

Members:
Emil Abate, #853
Barbara Boriotti, #804
John Braxton, #623
Manuel Diaz, #679
Brian Elliott, #966
Linda Gregg, #435
Jim Wardell, #710
Alternates:
Kyle Ray, #413
Sam Fenn, #63
John O'Brien, #445

MOVING? Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1984 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to reform or to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT HOUR DAY AND FIVE DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

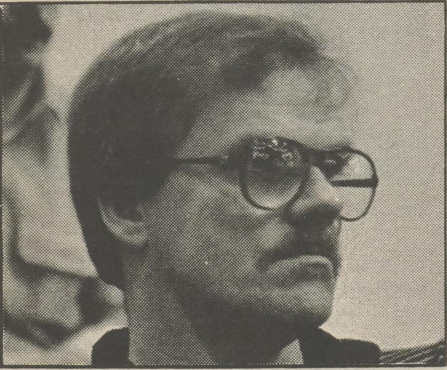
VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.



Washington Watch



Arthur Snow, Local 251.

Driver Beats Suspension Through NLRB

The National Labor Relations Board (NLRB) has reached a settlement with Red Star Express of Seekonk, Massachusetts, forcing the company to drop a suspension and rescind warning letters fabricated against an employee.

Red Star had slapped TDU member Arthur Snow with two warning letters in February for what they claimed was "insubordinate activity" that was "disrupting the cooperative 'team' environment" at Red Star. What were these serious violations? In the first letter Snow was cited for "excessive time checking in with our terminal cashier"; informing an operations manager that he would only read a safety bulletin on company time; and notifying a night shift manager that it would take him two hours to report to work since he had been called late.

Snow was then given another warning letter for posting the first letter on the employee bulletin board. The company claimed that this activity resulted in "unrest between management and some employees."

Red Star employees throughout New England have reported plenty of "unrest" at the company, ever since Red Star started a harassment campaign by issuing tons of warning letters, and badgering and disciplining employees who had been injured on the job and received worker's compensation.

Red Star focused on Snow because of his activities in defense of the contract and the union. As Snow pointed out, "Red Star decided that I was a liability to their law and order program designed to run over anyone who insists on their contractual and legal rights, thus they started to fabricate warning letters against me."

"Little did they know that the NLRB frowns on this type of harassment and, in response to my filing an 8(a), (1) (3) charge, negotiated a voluntary settlement of the charges. There is a happy ending only because I was aware of my rights and took appropriate actions to correct these problems."

For more information on how the NLRB can be used to protect your rights against this type of harassment, contact the TDU office or a labor attorney—and perhaps your story will have a happy ending like brother Snow's.

Barrentine v. ABF

Pre-Trip Pay Case Continues

In recent months, many road drivers have contacted the TDU office regarding the right to be paid for all time worked. This question has come to the fore because of the December 10, 1984 decision by a federal appeals court in the *Barrentine v. ABF* case, and the article in the January *Convoy Dispatch* detailing it.

The court ruled that TDUR Lloyd Barrentine and his fellow plaintiffs are entitled to be paid for time spent conducting pre-trip inspections and time spent driving vehicles to the shop when such inspections result in the finding that the vehicle is in need of repair. Here we set forth where the situation stands at present.

Is the case settled? Not quite. ABF has appealed the case to the U.S. Supreme Court. It is unlikely the Court will agree to hear it, however, which would mean the ruling of the Eighth Circuit Appeals Court binds that area of the country and is persuasive for courts in other parts of the country. The case already went to the Supreme Court once, and we got a favorable ruling at the time that the courts would not defer to negative decisions of the grievance procedure on this issue. So hopefully the case will be finalized very soon.

What can the Barrentine decision win for you? It is a strong decision supporting the right of drivers to pre-trip inspection pay. It cannot win through the courts full contract pay, only the federal minimum wage. If, however, the employer is found to have "willfully" violated the Fair Labor Standards Act (FLSA), then they are required to pay double the minimum wage for the time that employees can show they lost and up to three years back wages are possible.

It is important to know that in *Barrentine* the drivers were only seeking pay for the time they spend doing inspections when such inspection

resulted in the finding of a defect. However, our attorneys feel it is likely that the decision can be extended to provide pay for all pre-trip inspections, and the language of the decision suggests that we may be able to use it to win pay for other uncompensated time (drop-and-hook, etc.).

Have other carriers been sued? Not yet, but we are interested in hearing from Teamsters who have similar cases of uncompensated time.

TDU is committed to winning this fundamental right of Teamsters to be paid for all the work they do. We are planning legal action against major carriers. If you are interested, write to the TDU office.

As a first step, you should make sure that your employer has knowledge of your desire to be paid for

performing inspections. If the employer refuses (and most will) legal action will likely be necessary.

Is it necessary to file a grievance first? If you file a grievance and win, you would be paid at the contract wage, which is our goal. Most road driver contracts and supplements provide for pay for "all time spent in the service of the employer," just as Barrentine's did (Southern Conference OTR Supplement to the NMFA). However, most grievance committees have ruled for the employer, with union panel members joining in. Courts do not require you to first file a grievance and the U.S. Supreme Court already ruled in the *Barrentine* case that the grievance committee cannot give away your legal rights under the FLSA.

Truck Safety Ruling Won by TDU Attorney

The U.S. Court of Appeals in Washington, D.C. in February ordered the National Labor Relations Board (NLRB) to reconsider its Meyers Industries ruling regarding a non-union truck driver who was fired after refusing to drive an unsafe truck. The court charged that the NLRB "failed to rely on its own judgement and expertise and instead based its decision on an erroneous view of the law." The court decision may lead to a reversal of one of the key anti-labor decisions made recently by the NLRB.

The court said that both the company and the driver "were under a legal obligation not to operate the vehicle," and told the NLRB not to "ignore the policy implications of its decision."

The legal principle at issue is the definition of "concerted activity" of

workers, which is what the NLRB protects from employer punishment. The NLRB found that the truck driver acted alone in refusing the unsafe truck, therefore the employer could legally fire him. The court stated this view was too narrow, and that many court and previous NLRB rulings have found that individual activity must sometimes be protected to provide for the development of collective activity.

The driver, Kenneth Prill, had complained to the employer about the unit's brakes and steering. Finally, in Tennessee and ordered to drive the rig back to the plant in Michigan, Prill instead contacted the Tennessee Public Service Commission, who put the truck out of service. Two days later Prill was fired.

Prill's attorney in suing the NLRB is Ellis Boal, author of the *TDU Legal Rights Handbook*.

The case must now be reconsidered by the NLRB, and it is not clear what stance they will take after the rebuke by the court.

Legal Briefs

Smith's Transfer Hearing Set for May 1.

On May 1, 1985 the final pre-trial hearing will take place in the federal courthouse in Harrisburg, Virginia in the case of Robbinette v. Teamsters Local 29 and Smith's Transfer. TDU's Staunton Chapter asks that all concerned Smith's employees attend this hearing to show their support for the suit, which concerns the company's violation of the change of operations agreement and Local 29's failure to represent the members.

Administration Seeks Further Truck Deregulation.

The Reagan administration has indicated that they may seek introduction of a bill in late spring that would further deregulate the trucking industry. According to *Transport Topics*, the bill would remove all anti-trust immunity for collective rate making.

Nevertheless, Senator Robert Packwood (head of the Commerce and Surface Transportation Subcommittee) has stated that he will not consider any deregulation legislation until the fall of 1985. He said, "Last year Tom Donohue (American Trucking Association President) asked that Congress wait the full five years mandated for oversight by the 1980 act before we go any further towards trucking deregulation."

Washington Office

This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at:

PROD/TDU
2000 P Street, N.W., Room 612
Washington, D.C. 20036
(202) 785-3707

Who is Dragging Company Down?

McLean Foreman Found Guilty

On March 8, the Cincinnati, Ohio courtroom filled with McLean workers on hand to hear supervisor Mark Doerger try to defend himself against charges by dockworker Nate Rowan that Doerger had threatened his life.

Rowan filed charges against Doerger and another supervisor after they cornered him on the dock and threatened him with physical violence.

Doerger's defense fell to pieces when another supervisor admitted that he overheard Doerger threaten Rowan. The judge found him guilty of disorderly conduct and fined him \$25. The other supervisor is still at large, and a warrant has been issued for his arrest.

At a meeting in the terminal

following the trial, terminal manager Bob Klein told the men that the company would operate under a "new Bible." He then launched into an explanation of how they weren't going to talk to people but just give letters, and that he was forced into taking this stand because of some people on the dock dragging the whole company down. He claimed that these men on his list were like a "cesspool" that had to be cleaned out, and that "rotorooter" would be starting that very night.

Despite this, Rowan reported that management has backed off, attributing their caution to the court case. He also emphasized the need for McLean

workers to stick together, and told the story of fellow dockworker Eli Lilley who voluntarily acted as a witness for him recently when several supervisors ganged up on him.

"Too many fellow Teamsters are afraid to get involved for fear of bringing the heat down on them," Rowan stated. "We need more men on the dock like Eli Lilley. If we don't stick together now and also take a stand against fellow Teamsters who are company informants, then we all are out."

"Such action from McLean cannot, and will not, be tolerated any longer, and I would hope that all Teamsters will wake up and realize we have had



Local 100 member Nate Rowan.

it, and now want and demand a more respectable place of employment, a place that we can be proud of again."

Hats off to Nate Rowan and other Cincinnati Teamsters who have taken a stand against McLean's actions. By the way, Rowan will be meeting with his lawyer to discuss further legal action against the company.

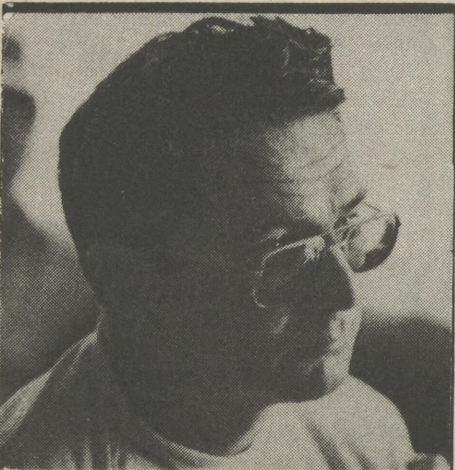


photo by Bob Gumpert

Gary Butterfield
Consolidated Freightways
Local 150, Sacramento, California

We were all curious to see what Presser would come up with after going three years with no raise, no COLA—nothing, and some of the guys were getting pretty upset wondering what had been done with all the money that had been diverted.

We've heard a lot about the two-tier contract. We've got a lot of new guys here at our breakbulk, younger guys who like the job and don't know what two-tier means, but I even think that they will be willing to vote no over this issue once they understand it. By putting in the lower rate for new hires there will be a situation where even the lower seniority people will be targeted for harassment and firing so they can be replaced with someone who makes \$4 less.

Atlanta TDUers Make Gains

continued from page 1

Round two started after old business and a report on the freight negotiations, when Mathis' supporters made a move to suspend the meeting. But TDU members had anticipated this tactic, quickly rallied, and moved to continue the meeting. The motion passed and round two went to the rank and file.

Still reeling from the jabs in round two, Mathis recovered enough to read three of the proposed amendments (complete with editorial comments) and gathered enough strength to ridicule the other two amendments. TDU supporters countered by reading the amendments fully from the floor, explaining the need for the changes and urging a yes vote. Round three ended in a draw.

Round Four Razzle Dazzle

In round four, Mathis came out of his corner forcefully and quickly brought the first four amendments to a confusing vote. All four amendments had to do with changing local election procedures, and required clear explanations and time for an informed vote. Puzzled by Mathis' razzle dazzle, the crowd voted no and the amendments

were voted down. Round four to Mathis.

Still reeling from this confusing vote and the odd procedures, rank and file members nevertheless rallied and delivered forceful arguments on the need for elected stewards. Mathis was cornered and counterpunched with arguments claiming that holding elections in every shop was too much work for the officials. The two contenders were separated and the question was called. Immediately a sea of hands rose in the air and the elected stewards amendment won.

But Mathis was defending his title, and had the heavy advantage of acting as referee at the same time. Out of the chaos that followed, Mathis ordered another vote count. By this time many members were already leaving, either out of disgust or confusion over the parliamentary moves made by Mathis. The "vote-till-you-get-it-right" tactic worked, and the amendment was narrowly defeated. TKO by Mathis.

Down But Not Out

Mathis was able to fend off the democratic proposals for elected stewards, but some very solid gains were made by Atlanta TDU and the rank and file members of Local 728,

showing that membership activity and concern does make a difference. Poor representation has been a concern of many members at CF, Roadway and McLean, and before the meeting the local officials could see that many of the TDU supporters present were from these barns.

Much to the surprise of the BAs, Mathis held a meeting right then and there and appointed Bob Proffit, considered to be a hard working and respected BA, to represent members at these companies. The very next day Proffit was walking the dock at McLean and for the first time in memory a parking lot meeting was held and promises made that the petty harassment at McLean would stop.

Another gain made was the impression the meeting and TDU's actions made on other Local 728 members. Many expressed wonder that there was an organized group of rank and file Teamsters that stood up for their rights in a constructive way. As Dennis Carlson, Co-Chair of Atlanta TDU, said, "I went around after the meeting to check on different members of TDU and how they felt, especially the newest members. I was a little worried that they might feel like 'What's the use, we can't beat them.' I'm proud to say that I had nothing to worry about. This was the first battle and we'll be back soon."

Like true professional contenders, the TDU members took the time to shake hands after the meeting, and used the opportunity to offer their support and aid to Mathis and the International Union in their efforts to defeat the repeal of or any changes to the Davis-Bacon Act, a great concern to Teamsters in the construction industry.

After this public offer of support, Mathis told the TDUers, "We'll never have problems with you as long as you have the best interests of Teamsters at heart." Atlanta TDU members share these sentiments exactly, and hope he will remember them in several months during a rematch on the elected stewards amendment.

So the next time that someone asks you what TDU does and what they stand for, remember Atlanta TDU and their dedication to bringing democracy to their local union. And by the way, isn't it time that you joined TDU?

Freight Lines

Hall's Claims Without ESOP it Will Close Doors.

Hall's Motor is attempting to set up an Employee Stock Ownership Plan (ESOP), as Transcon, Leeway, Branch and Interstate have done previously. Transcon is operating profitably, but the others subsequently stopped operations. Interstate tried to bust the contract and then struck.

Hall's was sold off by Flying Tiger, and claims that without ESOP concessions it will close this year. Hall's has been losing money for some time.

The IBT called locals affected to Washington in March to explain the deal and persuade locals not to oppose it. The International has taken an attitude on ESOPs of "hands off," leaving individual members to deal with the corporation on their own. In bankruptcy proceedings at Interstate, union attorneys will not make any claim for the moneys lost on the ESOP.

Preston Considering Radar for All Road Tractors.

Preston Trucking is reportedly planning to equip all tractors with a new radar device that warns the driver of potential accidents in foggy or other poor weather conditions. The device beeps when the vehicle is advancing too quickly on vehicles ahead, but isn't affected by oncoming traffic or roadside objects.

Be There!

★★★

**1985
RANK & FILE
CONVENTION**

★★★★★★★★★★★★

**OCTOBER 5-6
Chicago, Illinois**

Know How to Protect Yourself

Drug Tests Violate Rights

As if Teamsters didn't have enough to worry about already, the employers and the International Union have come up with a new attack on our civil rights: a side-agreement on drug testing. Jackie Presser and TMI have a signed, detailed letter (available from TDU), and now the employers even want it written into the National Master Freight Agreement. The same agreement has been agreed to for some other major contracts, also.

While everyone should agree that no driver ought to be influenced by alcohol, marijuana or any other such substances while on duty, these drug tests are widely opposed by Teamster members, other unions, and persons concerned with individual rights. There are several important reasons:

1. Medical experts are convinced the tests (which involve urine and blood samples) are thoroughly inaccurate.
2. A study reported in *The American*

Journal of Psychiatry found that individuals who do not smoke marijuana but are in the same room as marijuana smokers can have readings of up to 260 nanograms THC (the active chemical in marijuana) per milliliter as long as eight weeks later. In the military, where readings of 75-100 nanograms per milliliter are used as grounds for dismissal, many cases have been successfully challenged because of the unreliability of the tests. Presser isn't bothering himself with insuring that Teamsters are treated fairly; he's agreed to tests that consider 30 nanograms per milliliter enough to fire somebody.

3. These tests can be used selectively to harass good union members. As the story by Bob Ellerman on this page shows, the "safeguards" supposedly in the procedure are routinely violated by such carriers as Yellow Freight.

4. The scientific reliability of these tests is so questionable that numerous schemes have been used in the military to throw the results off. One technique is to drink lots of water (as much as you can hold) before testing. Placing a pinch of salt in the urine sample or drinking vinegar before the test is another scheme used in the military.

The bottom line is that these tests are an invasion of Teamsters' rights and a potential tool for harassment. Our union should fight them, as some other unions do.

If you are forced to undergo testing, keep certain things in mind to help protect yourself:

- Demand that your steward be present when you are ordered to undergo the testing and that he go with you to the clinic or hospital. Do not refuse to take the test, as this will make you subject to immediate firing.
- After you've given the samples, make sure that the container is properly sealed before it is sent to the testing laboratory.
- If you can, find out the names of the people administering the test and the names of those who will be handling the container.
- Immediately after you've given the samples, arrange on your own to have testing done by another doctor. This will help to insure that you are not disciplined if the laboratory makes a mistake.

Doctor Admits Test is Bogus

"My DOT Physical"

Bob Ellerman
Local 952, Orange, California
Yellow Freight

I arrived for my DOT physical at the Stadium East Medical Clinic at 11 am. I was given medical forms to fill out, and the nurse gave me a cup and small bottle for a urine specimen (for the IBT-approved drug test). She told me to fill the cup, put some in the small bottle, and leave it on the back of the commode in the bathroom.

Then I sat down in the office in full view of the bathroom. Eighteen minutes later the nurse came back for the specimen, and in the meantime four different individuals went in the bathroom.

I was then called in by the doctor for my physical. After he was done, I asked him how they handle the drug tests. He said they did not give drug tests, only DOT physicals. I explained that the clinic did, as per the letter of instruction I had with me. When the nurse came by the doctor asked her if they were giving drug tests, and she said "yes."

When I told her that I wanted the number of the seal on the urine container, she told me I had no right to the seal number. I replied, "Young lady, it is my job and livelihood that is in jeopardy, and I intend to protect it." She then produced the container, which looked like a pasteboard bandage box.

At that point, the doctor asked her what the procedure was, and to my surprise she said: "Nothing. The clinic holds the container and Mr. Frank



Bob Ellerman, Local 952.

Harding comes by and picks it up." Frank Harding is the terminal operations manager for Yellow Freight in Orange, California!

I asked the doctor if he or any other doctor or attorney would submit to this procedure. He said no, but that I shouldn't worry since these tests never hold up in court because the specimens pass through too many hands. I informed him that they never go to court and that if the tests come back positive a member is immediately terminated and must go through the grievance procedure to get their job back—which is certainly no court.

The doctor said that under those circumstances he would certainly have an independent test conducted, which is exactly what I did to protect myself.

Most of the men at our terminal fell on the floor laughing when they found out Mr. Harding was picking up samples at the clinic and bringing them back to the terminal. Since this man spends every waking minute trying to fire drivers, what a perfect setup!



Short Takes

Shorts strike. Some 1,000 dockworkers in Cartagena, Columbia, South America, went to work in their underwear on March 19 to protest what they say is a paltry wage hike and the suspension of their clothing allowance. This is one job action we would hate to see Jackie Presser join in.

PATCO members win unemployment benefits in Michigan, over three years after the August 1981 strike began. TDU attorney Ellis Boal, author of our **Legal Rights Handbook**, won the case. The only other state we've heard of where it's happened is Louisiana.

Teamster pin up. Jackie Presser is setting yet another record. His picture appears 24 times in the February **Teamster Magazine** and 14 times in March, shattering the records of all predecessors. Reportedly thousands of Teamsters are eagerly awaiting the April supply of fresh photos.

Boss of the month goes to Clyde Maxwell, Yellow Freight in Memphis. This doctor-without-license proclaimed in February that all road drivers who booked off sick were presumed to be lying, faking it due to winter driving conditions. But he has a heart. If they can "verify" their innocence, he'll rescind the discipline.

Update on boss as union president. Last month we noted the remarkable flow of defeated union officers into management. Especially remarkable was Woody Young of Grand Rapids. He lost the recent election in Local 406, protested the election that he had conducted, and got a re-run from his pals in the Michigan Joint Council. Meanwhile, he became vice president of Parker Motor Freight, but the Joint Council said he could run anyway! Members disagreed. Young's slate lost by a much larger margin in the re-run.

Ins and outs. Two Presser aides, Sam Stintzman and Andy Suckart, are losing clout in the International. Both came from Ohio with Presser. Meanwhile, Walter Shea and Jack Yager are moving up. Both were more closely associated with Roy Williams. Shea is taking more of a role in national negotiations. Yager is now national freight director.

How to Win Strikes. Sounds like an important subject, right? It's also the title of a booklet published by Teamster Local 115 in Philadelphia. You might suggest your local get copies and put them to good use.

This month's contest. In most major Teamster contracts (freight, UPS and most others), the word "employer" begins with a capital letter, but not the word "employee." Is this to let us know who is superior and who is inferior, or is there some other reason?

How True Are Truckers' Digest Claims?

TMI's Hard Sell Strays from the Facts

Mark Twain once said, "If a man has a foot in a bucket of hot water and his other foot in a bucket of cold water the average will prove that the man is comfortable." So it goes with statistics. Trucking Management Inc. (TMI) has spent a lot of money on this kind of statistical analysis over the last six months on a barrage of newsletters, personal appeals, and even films to convince Teamsters that they're in hot water. We'd like to throw a little cold water on their facts.

The January, 1985 *Truckers' Digest* (TMI's propaganda sheet) claimed to statistically prove that the trend has been for NMFA carriers to lose LTL tonnage since deregulation. While there has been a loss in LTL freight, due partly to the economy, and partly to the bankruptcies of some NMFA carriers, there has also been a trend in the other direction for those very carriers represented by TMI.

Ten Carriers Account for 32% of all Tonnage

In 1979, the year before deregulation, ten carriers accounted for 21% of all LTL tonnage. In 1983 these very same carriers accounted for 32% of all LTL tonnage. All of these companies are represented by TMI. That's a large increase in the share of tonnage in a mere four years. Of course, TMI didn't mention that the concessionary contract of 1983 allowed these giant companies to discount their freight and put the smaller companies at a bigger disadvantage, to increase their market share. But, that's the way it is with statistics.

In another *Truckers' Digest* TMI wasted a lot of money to prove one thing—that the union does make a difference in your pay and benefits. In that edition they pointed out that dock workers under the NMFA make \$3.83 more per hour than non-union dock workers, road drivers make 7c more per mile, and P&D drivers make \$3.17 more per hour. However, the question

What's the point? Is TMI
unionized employees to cut
and benefits down to the
union employees?
How far down should
wages go in order to
And just who are Team-

sters supposed to be competing with? Is CF competing with Con Way, their non-union subsidiary? Is Roadway competing with Spartan, Roberts, or Nationwide carriers, their non-union subsidiaries? How about the over 40 different trucking companies owned by International Utilities, the parent company of Ryder/PIE?

A good hard look at the statistics reveals the fact that market share for the big companies has not only increased, but also that a significant portion of it is switching pockets to the non-union divisions of these giants. The answer seems mighty clear—and it's not in taking further concessions. The answer lies in putting a complete halt to double breasting and subcontracting out to non-union brokers. The answer lies in organizing the non-union sector of the industry. And the answer lies in turning this union

around and aggressively putting it back on an equal footing with the employers.

In the propaganda film being shown to CF employees around the country, Teamsters are bombarded by subliminal messages which flash on the screen. In it scenes are interrupted by the words "change" and "hang." Apparently this is done to suggest that unless Teamster employees change, they'll hang. We'd like to suggest out front the same notion. A change is needed: a strong union, a union dedicated to growing and organizing. If not, freight Teamsters may be left hanging.

Statistics taken from Trinc's Blue Book of the Trucking Industry for the following 10 companies: Roadway, Yellow, CF, Ryder/PIE, Carolina, Transcon, McLean, Smith's Transfer, ABF and Preston.

Strategy Failed on NMFA

Concessions Don't Save Jobs

Keith Gallagher
Roadway
Local 229, Stroudsburg, Pennsylvania

Deregulation has left in its wake bankrupt companies, unemployed members, a concessionary contract, and a union unwilling or unable to deal effectively with these problems. With the current negotiations now completed, we are once again being told that more concessions will help the industry. Two-tier nationwide, part-time casuals paid at \$11 an hour, and the loss of our COLA are proposed. Will the contract last another three years?

The union's strategy in 1982 was simply to help the industry in order to save jobs. It was an idealistic approach. But did it help? In the past three years companies have still gone bankrupt forcing our members into unemployment.

ment lines, while the larger companies like Roadway and CF have continued their monopolization of the industry. Those concessions granted in 1982 will haunt us for years, possibly decades, to come.

Strategy Has Failed

The union's strategy has failed and it's time to face some cruel facts. It is only a matter of time before the small trucking companies fold. We cannot save them. Further concessions to the giants will only speed the monopolization process. The larger companies are surely enjoying the best of both worlds. They're looking for a further erosion of the freight contract and at

Keith Gallagher, Local 229

the same time, destruction of the smaller companies. The split during negotiations between big and small shows this. Unless we change our strategy, this is exactly what will happen.

In 1984 Roadway Services bought three non-union companies: Spartan Express, Nationwide Carriers, and Roberts Express. Unionized companies are crying about competition from the non-union sector, but it is these same companies that now own and operate the non-union divisions. We must change our strategy.

The only way to protect our membership is to negotiate the strongest possible contract. We must create hiring halls in every local and negotiate language that insures laid off and unemployed members preferential hiring. Where state and federal laws prohibit this action, we must organize to overturn and rewrite these laws. We need visionary leadership from our officials to mobilize the membership. We need aggressive organizing from our officials and educational programs in place to teach the rank and file these skills. We must start now by getting a better contract. Our actions in the next three years will have lasting effects on us and our children.

No Protections in NMFA

continued from page 1

any COLA you will fall further behind. There will not even be a COLA to divert. Almost every local submitted the demand to restore our COLA to wages, but this deal gives it up.

Job Security

Another key membership demand was job protection, especially halting the diversion of freight to non-union leasers and non-union divisions. While there is some language changed in this agreement in Articles 22 and 32, it does not have the bite to stop or curtail the double breasted, non-union operations of the big carriers.

The concessions in this deal go to the biggest companies—the very ones who don't need them! They're the ones who bring in a constant parade of casuals (now at cheap wages). They're the ones hiring new help (at \$9.60 if this passes). They're the ones who can pull major changes of operations to help get rid of senior people. And they're the ones with non-union sub-

sidiaries. What logic is there in giving the giants the concessions? None.

The proposed contract also provides for 10c a year in benefits, including both pension and health and welfare. This is supposed to be enough to maintain health care and, with the surplus funds already there, to increase pensions in most areas. The Central States Fund will announce a pension increase of \$125 at age 60, and a "30-and-out" plan for those few members who have 30 years of contributions.

In some supplements there are further concessions, including elimination of fixed starting times and other good conditions. And in some supplements there are improvements in language on casuals and probationaries.

Membership Vote

The ballots go out to the membership in mid-April (including those on withdrawal, and those at carriers who have not yet signed the contract). It's

The History of the NMFA

"We understand that the only solution to the problems of the trucking industry lies in the establishment of uniform labor conditions for the entire trade area. We are further aware that if we permit ourselves to be sidetracked into a maze of sub-regional and individual negotiations that the only outcome will be to perpetuate the present chaotic conditions."

As Teamsters will soon be voting on a new NMFA, they will do well to study these words of Farrell Dobbs, founder of the Central States Drivers Council and architect of area-wide bargaining in the trucking industry. They ring as true today as they did 50 years ago.

Dobbs, and later Jimmy Hoffa, developed a successful strategy of organizing—bargaining to establish uniform wages, hours and working conditions nationwide. The signing of the NMFA in 1964 was the crowning achievement of Hoffa's career and of a 25 year struggle to bring unity and strength to Teamsters in the trucking industry.

Trucking has always been an industry of cutthroat competition. When one local would organize, the employers (especially road operations) would move to areas which weren't organized. Centralized bargaining and aggressive organizing was the only answer. And some larger employers also came to see the advantage of uniform contracts, which gave a competitive edge to the larger companies.

Drivers Council Formed

When the Central States Drivers Council (CSDC) was formed in 1937 it covered thirteen locals in six states. At first International President Dan Tobin didn't even want to organize in trucking. But within a year the council grew to 46 locals in eleven states. The employers refused to bargain with the CSDC, and, to force them to bargain, Chicago was picked as the strike target, which would bring in the midwest employers. The strike won a raise, union shops, breakdown pay and benefits.

In 1939 the stage was set for further regional organizing. Dave Beck on the west coast began to use the same strategy of regional bargaining, and later founded the Western Conference of Teamsters.

Meanwhile, Dobbs appointed Hoffa as head of the midwest organizing drive. By 1940 Hoffa became chairman of negotiations for the CSDC, and in 1941 became vice president of the CSDC. In 1942 Hoffa got a statewide contract in Michigan. To confront larger carriers who shifted road operations south, he moved organizing south.

Bold organizing tactics attracted thousands of members, and in just a few years following the 1934 Minneapolis strike, the union grew from some 60,000 to a major industrial union ten times that large.

In the 1950s Hoffa got a common expiration date for the midwest and south, and equalized wages by 1958. The door was open for the 1964 NMFA. Although Chicago, New York and the San Francisco Bay area retained separate agreements, the first NMFA was signed in 1964 and covered over 400,000 Teamsters.

But, by 1967 problems were already brewing. Frank Fitzsimmons was now in charge of bargaining, with Hoffa in prison. The growth of special "riders" and side deals became a problem.

By 1970, Teamsters felt they deserved a significant raise. On April 1, Fitzsimmons announced an agreement for \$1.10. Since no ratification had taken place, thousands walked out. Some went back on Fitz's orders the next day, but elsewhere the wildcat lasted weeks. In Ohio the National Guard was called out. The strike lasted into May in St. Louis, Los Angeles and elsewhere. In Chicago (which still has separate bargaining today) a sanctioned strike was called, and in July Chicago settled for \$1.65. Fitz and the employers had agreed to renegotiate if Chicago got a better deal. After the wildcats and the Chicago strike, the end result was \$1.85, some 75c better than Fitz's contract.

The 1973 contract saw a mere 95c raise, the tight cap on COL, work rules eroding, and, worst of all—more side deals and a shrinking contract. Organizing was practically non-existent.

By 1976 rank and file opposition bounced back, and in a new organized form. The Teamsters for a Decent Contract (TDC) was formed in Chicago and launched a national petition campaign. TDC spread fast and encouraged people to push for stronger language and no cap on COL. Next year TDC would become TDU, and three years later it would merge with PROD.

In response, Fitz called the first national strike ever, for two days, to try to let the members blow off steam. In Detroit, TDC wildcatted, but went back the next week when no other areas joined in. The unlimited COL was a major victory, but the larger problems of organizing and strategy remained. The 1979 agreement was more of the same.

In 1980 the Motor Carrier Act became law and deregulation became a fact. This opened the door for new operators to enter the common carrier field. More small cartage companies, and more truckload operations, began nationwide. The top union leadership, who by 1980 had forgotten the murdered Hoffa and the original idea of the NMFA, escalated their policy of riders, deals, concessions...and no organizing in the trucking industry.

Deregulation hurt Teamsters badly, and the fight



Omaha Local 554 members on the picket line during the Central States organizing drive.

against it continues. But it should be obvious from the above history that the NMFA had already been allowed to slip throughout the 1970s, with only rank and file action and pressure helping to get some improvements. And the bold organizing of the past was nowhere to be seen. It seemed that deregulation gave some IBT officials a handy excuse for a do-nothing policy.

The 1982 agreement followed this policy, and gave away the COL we had won earlier, and more work rules that protected jobs were lost. In the letter to 200,000 Teamsters to sell the agreement, Roy Williams promised that new improvements in Article 32 would curb subcontracting and double breasting. It was not to be. In fact, the National Grievance Committee, chaired by Jackie Presser, in 1984 allowed Consolidated Freightways to divert thousands of loads to non-union leasers. Most of the big carriers have moved into non-union operations with a green light from our union headquarters in Washington.

The vision of Farrell Dobbs, James Hoffa, and many other Teamster leaders of a national pattern contract and the power of a united membership is being lost. The NMFA was the backbone of Teamster growth, as the union grew into many other trucking, warehousing, and industrial sectors.

"Too Busy on the Golf Course"

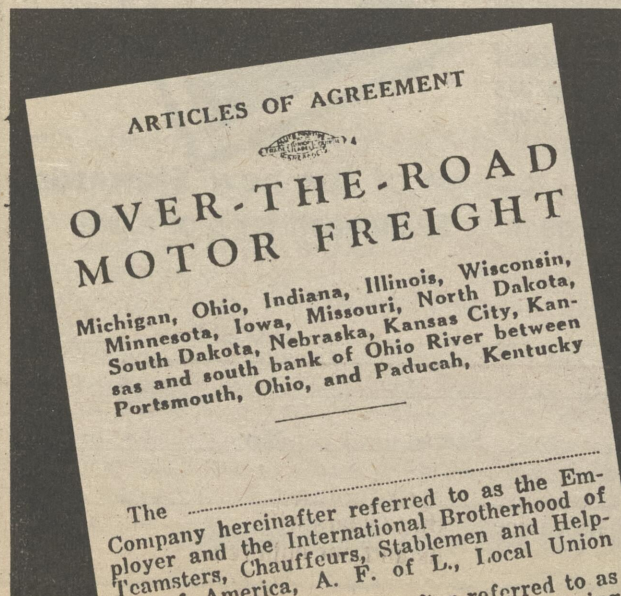
Hoffa knew the NMFA was not the end of the line. In one of his last interviews before disappearing in 1975, he explained the need to expand the NMFA and develop new master contracts in warehousing and other areas. He was asked what the priority should be: "I'd reinstate some additional organizers for the purpose of having master contracts. There's no way unions can survive, except master contracts..." Hoffa went on to state that, "There are no master contracts, other than the ones I left them. The organizing campaigns of the Joint Councils have deteriorated...even the members feel uncomfortable...the leaders are too busy on the golf course, flyin' around in seven jet planes they own."

These words are more true today than when they were spoken in 1975. It was the rank and file who fought back in 1970 to win an improved NMFA after Fitz signed a bad one. It was the rank and file who formed TDU in 1976 and fought for and won the COL. It was the rank and file who had the good sense and guts to vote no by 94,000 to 13,000 a year and a half ago, after Presser signed the relief rider with its two-tier wages. Without the rank and file fighting back, we would be far worse off today.

The NMFA is not outdated, it's in need of repair. We need to return to the original idea, the idea of strengthening the whole union, of the strong sections helping bring up the weak, not the other way around. This month Teamsters will likely be voting on a new NMFA. More than a contract is on the line, so is the history and the future of our union.



James R. Hoffa.



FOR THE LOCAL UNIONS—
BY THE COMMITTEE
JOHN T. O'BRIEN
JOS. F. SCISLOWSKI
FARRELL DOBBS
CARL KEUL
EMMETT J. WILLIAMS
T. T. NEAL
J. M. O'LAUGHLIN
JOHN A. RAY
JACK MALONEY
MIKE HEALY
FRANK BROWN
THOS. V. SMITH
JOHN WIRTH

Chicago, Illinois
August 23, 1938
11:50 p. m.

The first Over the Road area agreement, covering 11 states and signed in 1938. Above, names of the union negotiating committee.

TDU Meets

Hudson Valley TDU
50's Night Fund Raiser
Saturday, April 13
8 pm
V.F.W. Hall
Maybrook, New York
(\$12.50 per person)

Lansing Area TDU
Saturday, April 27
2 pm
American Legion Post 269
Haslett Blvd.
Haslett, Michigan
(across from Holden Chevrolet)
The Lansing Area TDU Chapter meets on the last Saturday of every month at the same time and place.

Long Island TDU
Saturday, May 4
2 pm
Conklin House
(801 Conklin, half mile west of Route 110)

Memphis Area TDU
Saturday, April 27
11 am
Dennys Restaurant
2860 Airway

New Orleans Area TDU
Saturday, May 11
2 pm
Morrison's Cafeteria
5516 Beterans Blvd.
Metairie, Louisiana

Seattle Area TDU
Saturday, April 13
9:30 am
Jules Maes Restaurant
5919 Airport Way South
(under Michigan St. exit off I-5)

Toledo Area TDU
Friday, June 14
7 pm
Dutch Pantry
I-75 and Route 20
Perrysburg, Ohio

The next Steering Committee meeting is on April 19.

Worcester, Mass. Area TDU

Sunday, May 19
9 am
D. Goulet American Legion Hall
Rt. 140
Grafton, Massachusetts

The next Steering Committee meeting will be on Sunday, April 21 at 9 am, at the same location as above.

Is your chapter having a meeting? If so, let us know ahead of time so that it will be in **Convoy Dispatch**.

Want a meeting in your area? Let the office know and we'll help set one up.

NYC Key Food Members Defeat Contract Change

Getting Informed Gets Results

"An uninformed shop is a dangerous shop." That's quite an eloquent and true statement. Yet it took on the air of unreality when it came from Mike Marasca, chief shop steward at Key Food, a grocery warehouse that services the greater New York area.

Key Food was a prime example of an uninformed shop. For example, Teamster Local 138 members at Key Food have never had a shop meeting including all workers from all shifts and departments. Local 138 never bothers to post union meeting notices, except when they're required by law, such as at nomination time. Only recently were members given copies of their contract, after concerned members wrote certified letters requesting them.

Mid-Contract Changes

Perhaps one reason the shop was kept uninformed was so that the company and the union would have an easier time changing the contract in mid-life. First came the inclusion of a two-tier scale, conveniently added after the contract was negotiated. Then the arbitrator was changed from "the agency established by the state of New York for the mediation or arbitration of all such questions," to "Harry Silverman, impartial arbitrator." Then came a deletion of language prohibiting the use of lie detector tests. All were changed in mid-contract. No vote, no nothing. The shop was uninformed.

The shop started to get informed when the company moved to change the hours of the grocery day shift without a membership vote.

When the shop steward tried to reach Frank Ribustello, President of Local 138, about the change, he was notified that Ribustello was going on vacation that night. For the next 2½ weeks he stayed on vacation, and his return coincided with a letter of complaint from the members.

Ribustello agreed that the membership had a right to vote on the question, and said the vote would be held on February 1 (the end of the trial period agreed to by the company and Ribustello). Ribustello also agreed to hold a shop meeting to explain the hours change, although he'd have to get permission from the company to use an empty truck bay. The meeting never happened. In fact, when the assistant steward called to find out what happened, he was told that Ribustello was going on vacation for another two weeks.

On January 21, Ribustello arrived at the shop late for a stewards election. He refused a list of written grievances and wouldn't give a date when matters would be discussed. No mention was made of the upcoming vote on the hours change or of the promised meeting of the entire shop. The vote was now ten days away.

On January 30, the new steward was told that Ribustello had changed his mind and there would be no vote. Eleven weeks had passed since Ribustello was informed of the membership's objections. Seven weeks had passed since he promised a vote.



From left to right: John Smallman, George Sheehy, Mike McHugh, Ed Santarelli, Mike Galpine and Mike Viverito.

The next day a petition was passed protesting Ribustello's actions. In twenty minutes, 62 out of a possible 64 signatures were collected. Four days later, Ribustello showed up unannounced to take a vote, but only on the day shift, and without a meeting. When he was hounded with questions concerning the hours change, and asked why a meeting wouldn't be held, he tromped out of the shop and never held the vote.

On February 7, three days after leaving without taking a vote, Ribustello appeared again and belittled the petition, saying it didn't mean a thing. However, he was there to finally take a vote. It still wasn't the entire shop, but

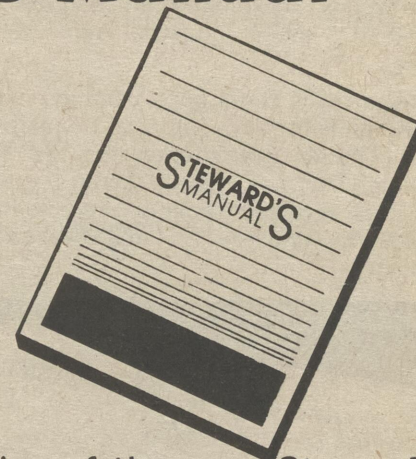
now the second shift was included. Rank and file pressure had paid off.

The hours change was defeated, and the members had protected their right to a vote on mid-contract changes. They had forced Ribustello to do his job. No longer will Key Food remain an uninformed shop. Several of the employees came to a TDU sponsored educational to learn their legal rights. More have joined TDU and a shop newsletter, the *Free Key Press*, has been published. Teamsters at Krasdale Trucking, Ingengari Trucking, and White Rose Foods, and others in Local 138, are making an effort to inform, educate and communicate with their fellow rank and filers.

New Publication from TDU: Steward's Manual

"Too often stewards don't know the many roles they have to play, and often overlook the important role they can play in organizing members. This manual really covers the many hats that a steward has to wear. I think our grievance procedure would be improved tenfold if all stewards read it."

Bill Bauman
Chief Steward, UPS
Local 688, St. Louis



YES, I want _____ copies of the new Stewards Manual. Price: \$3.00 each or \$2.50 each for 5 or more.

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone () _____

Send to: TDU, P.O. Box 10128, Detroit, MI 48210

Western Conference to Vote on Agreement

UPS Demands Part-Time NDA Drivers

Part-time drivers making \$9.50 an hour may soon be on the road in the Western states if an agreement made between UPS and the Western Conference is approved. On April 2 a concession agreement was presented to local officers from locals in the Western Conference, from Seattle to Reno to San Diego.

The terms of the agreement are:

- Air drivers will be paid \$9.50 an hour.
- Three hour guarantee.
- Air qualified list is to be made up of "qualified seniority part-time employees" who ask for the job in writing. If more are needed, they can be hired off the street.
- If package cars are unavailable at any time, drivers can be asked to use their own cars, and be reimbursed at 20.5c per mile.

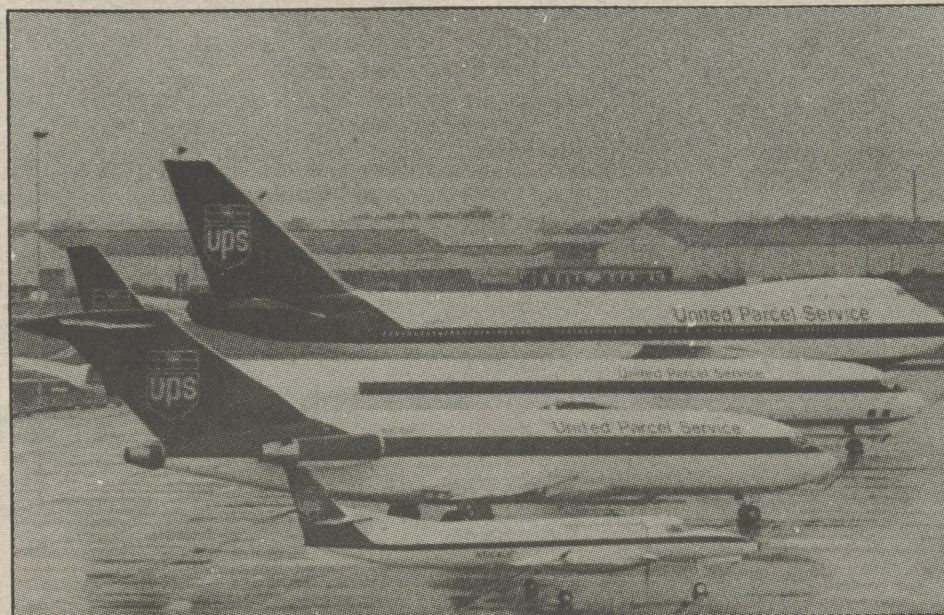
• The Western Conference Air Committee has the right to "improve the guidelines as it deems necessary," an open-ended clause allowing the contract to be re-written without a membership vote.

A vote will be conducted on the agreement, but must be completed by April 19, leaving members little time to adequately consider the consequences. Reportedly, each local will hold a straw vote of the membership, and then be given a single vote for or against. According to sources, the head of Los Angeles Local 396, Frank Matula, bragged at the meeting about all the ways that he could insure a yes vote in his local.

As CD goes to press it is unclear whether other areas will immediately follow the Western Conference in

presenting part-time driver proposals. But indications are very strong that either now or in the future UPS will go after others once they have one conference under their belt.

Phase 4 of the NDA operation is scheduled to begin later this spring, and there are indications that UPS plans to start a "courier pack" that will cost only \$7 for two pounds to compete with both Emery and Airborn, both unionized companies.



NDA has been a goldmine for UPS. For example, internal UPS documents state that volume for the week ending November 10, 1984 reached 65,230, up 74% from the 37,528 NDA packages delivered for the same week in 1983. The company's own newsletter, *Roundups*, reports that volume for

both NDA and 2nd day air rose 42% for the first six months of 1984.

NDA has gotten concessions from the start. UPS sought and received a special contract for the part-time NDA workers at the Louisville, Kentucky Next Day Air sorting facility. That pact provided no hourly guarantee, no set start time, no breaks and wages of roughly \$8 an hour. This agreement is still in effect and will cover as many as 1,000 part-time

where pre-agreement drivers make \$10.78 an hour and post-agreement drivers make \$8.92.

In 1983 UPS went to the union for relief on a national scale and was turned down. A Titan message dated November 2, 1983 stated that "So that there is no misunderstanding we granted no specified relief to the company other than a pledge of cooperation until such time as we are able to determine the unique needs of the new operation."

That was over 16 months ago. Since then UPS has consistently violated the contract by using supervisors to deliver and unload NDA in "emergency" situations, and by using part-time drivers in certain areas. Now it looks as though the International Union will look the other way as UPS tries to ram a concession package on Western Conference UPS Teamsters.

Initial reports indicate strong opposition to the agreement by some Western Conference officials and members, but members will have to be informed quickly of the dangers of the NDA relief. What is to prevent the use of part-time drivers for regular packages? Why should these drivers, even if they are part-time, be paid up to \$5 an hour less working for a highly profitable company? A solution is clearly needed, but allowing lower-paid part-time drivers can only open up a new can of worms, and give UPS another foot in the door to get further relief and divide UPS Teamsters even more.

TDU will keep UPS Teamsters informed on this crucial issue in the coming months.

workers when additional construction is completed on the facility.

UPS has also implemented part-time drivers in two other areas, Portland, Oregon and Houston, Texas. Following a grievance decision this fall, the drivers in Houston were dropped, but the agreement continues in Portland,

of this story may be how varying conditions in supplements and "flexible" clauses can be used as a foot in the door, as shown by UPS' attempt to force the system on Pennsylvania Teamsters.

Hang UPS News of UPS Workers

Petition Circulating for Better Pension Benefits.

A petition originating out of the Brockton, Massachusetts UPS center is making the rounds in the northeast. It asks that the pension level be increased "immediately to \$1,500 per month and the age requirement be reduced from age 60 to age 52 for full pension." A letter accompanying the petition speaks for many UPS Teamsters: "The way it stands now we have to wait until 60 years old and 30 years service to get full pension. Can you see yourself carrying a 70 pound package up three flights of stairs or doing a hundred odd stops per day at age 59 or 60? I can't!"

The recent contract extension does provide that any increase in health and welfare or pension payments negotiated in the freight contract will be matched for UPS Teamsters. In a survey by the International Union, freight Teamsters listed a pension increase as their number one concern, and a slight increase in benefits is possible. But isn't it time for all Teamsters to receive a decent pension they can live on?

UPS Attempt at 4-10 Workweek in Harrisburg Stopped.

Both the Southern Conference and Atlantic Area Supplements to the UPS Agreement provide for four workdays of ten hours as well as the five day eight hour week, and UPS in Orlando and Jacksonville, Florida have a number of feeder drivers working this system. Recently, however, UPS in Central Pennsylvania tried to institute the 4-10 and only opposition by the drivers kept it out.

In Orlando an average of half the runs are 4-10s, with some drivers working non-consecutive days. Jacksonville has up to 25 runs working the 4-10s. Feeder drivers in Metairie, Louisiana report that six runs start on Sundays, with the drivers being paid straight time. When confronted on the practice, Local 270 claimed that it was being done everywhere. How about it, fellow feeder drivers?

While drivers seem to have mixed feelings about the 4-10s, the real moral

Rates Set for Pulling Double Pups.

A letter signed by local union officials has been posted in New England announcing rates of pay for feeder drivers pulling double pups (28 feet or less). According to the letter, drivers pulling pups will get an extra 25c an hour. Presently the going rate for double bottoms (two 40 foot trailers) is 44c an hour. (Double 40s are legal on the Massachusetts Turnpike.) Combinations of one pup and one 40 footer will get the 44c.

Stalemate Continues Between Local 804 and UPS.

Last month CD reported on UPS' aggressive tactics against employees at their Maspeth, New York Hub. On January 25, the company refused to allow drivers to meet with Local 804 President Ron Carey, and a meeting was subsequently held off the property. The following week, three day suspensions were threatened by UPS for all drivers failing to return to work.

So far, no suspensions have been issued, and a meeting reportedly took place between Carey, UPS management, and Jackie Presser.

Inside the hub, management continues to have a field day under the direction of District Manager Tom Petley, calling sorters into the office on mis-sorts and threatening to suspend stewards who took their lunch at the regular time after UPS refused to consult them on setting lunch hour back due to heavy volume.

Stay tuned to *Convoy Dispatch* for future news on the situation at Maspeth.

Suit Against UPS Discrimination of Top Rate Part-Timers.

Hearings will begin April 22 on a suit brought by 25 St. Louis pre-loaders against UPS and Local 688. The suit charges that top-rate pre-loaders' hours were cut drastically following the signing of the 1982 contract, which allowed for \$8 and \$9 an hour part-timers. If you have information that would aid in the suit, or would like to express your support, contact TDU or write: Michael Garmon, 12177 Oakwilde Ct., Maryland Heights, MO 63043.

Dangers of Job-Related Stress

"This Job is Killing Me"

"This job is killing me."

How many times have you heard somebody make that remark? Usually, we just laugh it off, or think that it's just an exaggeration. Think about it, though. How many times have you had that knot in your stomach as a supervisor watches you work? Do you feel bad before going back to work after some time off? Do you ever get a stiff neck or a tension headache? How about feeling tired, depressed, apathetic or even dreaming about work? If you've ever experienced these symptoms, you're not alone. Millions of workers suffer from job related stress, and recent studies have shown it to be the #1 work related health hazard.

Stress Can Cause Disease

Stress can cause disease. Under normal circumstances the body can cope with stressful situations and resolve them with no harm to your physical or mental health. However, if you're under severe or constant stress, the mechanisms which your body uses to combat stress begin to backfire and can cause severe problems.

High blood pressure, an increased cholesterol level in the bloodstream, and heart disease can result from constant stress. Recent studies have indicated a link between stress and cancer. Other effects caused by stress include: a greater susceptibility to viruses, colds and flus; ulcers and other gastro-intestinal problems; and a greater chance of contracting inflammatory diseases, such as arthritis and colitis.

Stress Not an Individual Problem

Management would have you think that stress is an individual problem rather than a problem caused by

conditions at work. People react differently to stress. Some show emotional and physical effects outwardly, others keep it in, seeing it as a "personal" problem. Management plays off this by comparing those who show outward symptoms of stress to those who don't. In other words, they say, "Well, Joe's got some personal problems, no one else seems to be complaining."

It's important to realize that *job stress is an occupational health and safety hazard* that is extremely widespread. You may think your bad health or bad mood is just your own problem, but talk to your co-workers, you'll probably find that they are experiencing many of the same problems.

Does Your Job Cause Stress?

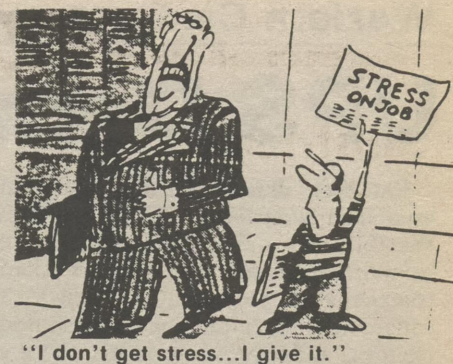
Your job can produce stress day-in and day-out which slowly works on your body's defense mechanisms and can sap you physically and emotionally. Job insecurity, fear of layoffs and actual unemployment cause stress. Management's push for more production, speed-ups, and harassment keeps workers continually under pressure. Lack of recognition for your work, feelings of powerlessness, isolation from co-workers and boredom all contribute to creating high stress situations. Even shift work and irregular working hours cause strains which can lead to serious health consequences.

What Can You Do?

The first thing to do is to recognize that job stress is not a personal problem, but a problem that affects the entire workforce. The solutions, therefore, lie in eliminating the causes, which calls for action from the union.

Job security clauses, strong grievance procedures with protection against harassment, safe and healthy working conditions, no forced overtime, and protection against productivity pushes are all contractual issues that could be enforced and strengthened. An increasing number of worker's compensation claims are being paid for job related stress, and several major unions have initiated programs to help their members identify and cope with stress in an organized manner.

The bottom line is the issue of human dignity. Workers aren't given the opportunity to use their intelligence, creativity and skills on the job. Every attempt is made to isolate workers from each other. The stress caused by work that is high pressured, unrewarding, and out of the worker's control only reinforces people's feelings of worthlessness and powerless-



ness. We face not only speed-up, job insecurity, noise, fatigue and harassment, but also conditions that contribute to feelings of negative self worth and self blame.

Stress is a health problem. It can cause disease and it can kill. We have a right to a job that won't cripple us for life or poison us with dangerous chemicals, and the same right to demand that our jobs not cause excessive stress.

The next time somebody says, "This job is killing me," listen closely. It could very well be the truth.

Fleet Carrier and Anchor

Companies Profit from Chaos in Pontiac, MI

The auto and carhauling industries in Pontiac, Michigan are reviving. Anchor now has four terminals in Local 614 employing well over 600 drivers, many recently hired. Fleet Carrier is picking up traffic and expanding as well. The increased dues income for Local 614 will total well over \$200,000 per year.

Although this rapid expansion could give Local 614 increased leverage on local rider negotiations and on contract compliance, so far it is the companies which are profiting from the chaos.

Anchor is working overtime to keep new drivers in the dark about their rights. To insulate new drivers, Anchor has turned to using probationary employees to go on training trips with even newer drivers. Dispatchers routinely order drivers to do things which violate the contract.

Unfortunately, Local 614 has not used much of the new dues income to meet this challenge. Contract books are almost impossible to obtain and then only in xeroxed form at the union hall. Did it occur to Local 614 to canvass other locals and the International for additional copies of the current contract? No meetings have been held for new drivers to welcome them to the union and explain their contract rights.

Through intimidation Anchor is trying to establish practices which could become dangerous precedents. At Lake Orion, drivers estimate that less than 20% of the drivers have their assigned trucks. This means increased shop and loading time as drivers switch from truck to truck. But Anchor pays only a half hour extra even though drivers must walk for their units in the huge Lake Orion storage lot. The company takes that half hour away if they get any pay for breakdowns at the loading dock.

Lake Orion drivers are routinely paid less mileage than other Anchor drivers, at least 50 miles less on the

Framingham run. This yields thousands of dollars per week to the company and further swamps the grievance machinery.

The company has reprimanded drivers who get brake adjustments on the road for "unnecessary cost" and has charged "willful destruction of company property" for blown tires.

This is only a sampling of complaints heard in a recent three hour session at the Lake Orion drivers room and at a recent meeting in Pontiac.

At *Fleet Carriers*, the company is up to its old "skimming" tricks again. Last year owner-operators there voted to cover some new California traffic at reduced rate. The company then turned around and put some company trucks on the haul, supposedly based out of California hauling at the running mile rate. Although the loads were supposed to be on a one for one basis, a review of records shows the revenue on company truck loads ranged from \$83 to \$8700 and on broker loads ranged from \$54 to \$6700.

The company is also cheating brokers of deadhead pay by adding one Southern California unit onto Northern California loads.

Emboldened by Local 614's inaction on this deal, Fleet has gone one step further. Recently, traffic to Texas, Oklahoma and Louisiana increased. Backhauls also became available when traffic was switched from California to Texas ports. You guessed it. Fleet is covering this traffic with company trucks and leaving the shorter loads to the owner operators. To compound the injustice the new jobs were offered first to laid company drivers with seniority in the 5 year range while laid off driveway drivers with up to 30 years had to wait in line.

Fleet drivers are so fed up they are petitioning Local 614 to get a new Business Agent and have requested that the International conduct an investigation of Local 614's conduct.

Pilot Docks Pay of 70%ers Paid Full Rate

A number of Virginia, Pennsylvania and New York drivers for TNT-Pilot recently found out what a 70% pay clause in the NMFA, coupled with a weak grievance procedure, can mean. They have been ordered to pay their employer thousands of dollars.

Virginia Local 29 member David Miller received 60% of his normal paycheck on Thanksgiving week. The company said his pay was being cut because he owed them over \$9,000! Pilot claims that because Miller was hired under the Virginia Supplement, which has 70% start up wages for new-hires, Miller would begin receiving 70% minus the money that he now owed the company.

Miller had been hired as a fulltime employee in July 1983 and before that worked as a casual at Pilot for 14 months.

When Miller was hired, the terminal manager gave him a written statement setting his wages at the full rate. Other drivers got similar written deals. One Teamster left a job at McLean (where he was laid off) to take the job. Then Pilot began grabbing money out of their paychecks in November, claiming they had made a mistake!

In New York Pilot notified drivers at four upstate terminals of their intention to reduce their wages. The drivers had been hired under a different supplement, providing 80% pay for the first month's work, and 5% increases monthly until reaching full scale.

The union reached an agreement with Pilot in New York that the drivers should be penalized and set their pay at 80%. The state grievance committee in Virginia deadlocked the case of Miller and another Local 29 driver, but the Eastern Conference ruled against them, permitting the company to follow through with the rate reduction and deduct \$50 weekly from their checks.

The only case that a driver has won took place in Harrisburg, Pennsylvania. The grievance committee ruled that the company knew about their error months prior to the deduction and failed to act, and ruled in favor of the driver.

Miller points out that the money he is now receiving is less than what he made as a casual.

The Virginia drivers who lost their grievance contacted TDU, and legal action is now under consideration.

TDU Chapters on the Move

Southern Illinois

Southern Illinois, Chicago and Indiana Teamsters converged in Peoria recently for their second annual regional conference. Over 50 members participated including many UPS Teamsters, freight members from Peoria, and steelhaulers.

A workshop on legal rights and jurisdictional meetings for both UPS and freight took place. This year's conference was both better attended and represented more companies, showing the growth in this area over the last year.

Sacramento, Cal.

On March 9, some 70 TDUs and other interested Teamsters attended the TDU Sacramento Chapter meeting at the Bakers' Union Hall to hear a report by TDU organizer Ken Paff and discuss the upcoming NMFA and other matters.

The discussion highlighted serious concern about the future of the contract, and determination to strengthen the union. The meeting opened with a couple of labor songs, and ended with a collection of \$268 which was divided between the chapter and a donation to the national organization. Sacramento TDU recently decided to endorse one of the two slates in the Local 150 election, which then won the election. The chapter is working to help strengthen the local and membership participation. This is a relatively new TDU chapter, but one on the move!

Kansas City

Over 60 Kansas City Teamsters took time out of their Sunday to attend a TDU meeting on March 2. This was the first TDU meeting in the area in quite a while and lots of interest was expressed by members from Yellow Freight, ABF, CF, Churchill, UPS and other shops in getting started on building TDU in their area.

Local 41 is Roy Williams' old home

local. An election this past fall saw the defeat of Williams' man Del Nabors, who was replaced by John Coutts.

As an outcome of the meeting an informal steering committee has been pulled together, and plans are already being made for a follow-up meeting and special educational workshop in April. Several members of the committee have made plans to be at the 1985 TDU Convention in October.

Thanks go to Local 41 members for making the meeting a success and to St. Louis Local 688 and Des Moines Local 90 members who drove many miles to help out with the meeting. Welcome, Local 41 members!



Above, Local 41 members attend a recent meeting in Kansas City.

At left, Atlanta Teamsters at the local TDU Chapter meeting.



West Coast TDU Office Expands

A second organizer has been hired to work out of the San Jose TDU office. Manuel Diaz of Local 679. Diaz is a member of the TDU Steering Committee and employed at Del Monte. He will be working with Mike Johnston, who has been with the West Coast office since it opened two years ago. Manuel will concentrate on organizing Teamster cannery and food processing workers and building unity between these brothers and sisters and other Teamsters.

The TDU International Steering Committee has, at its two recent

meetings in January and in March, also discussed setting up more regional TDU offices and organizers around North America. There is widespread support for the idea, but we do not have sufficient funds to make it practical at this time. Therefore the issue of fundraising and recruitment is all the more important for TDU to be able to expand and also provide more services.

Pontiac Carhaul

Saturday, March 23, thirty carhaulers met in Pontiac, Michigan to hear a report on the carhaul contract talks. There was also much discussion about what members can do to help educate the new drivers being hired by Anchor

at its four terminals in Local 614. Management is taking extreme advantage of the new drivers' lack of knowledge of the carhaul contract. Fleet carrier Jim Petroff, who edits the local TDU newsletter, is planning a special supplement including the basic rules and regulations from the carhaul contract and reprints from *Convoy Dispatch* on the ABCs of grievance filing.

Enid, Oklahoma

UPS and freight members of Oklahoma Local 886 conducted their first TDU meeting recently. These strong union members have set their sights on reaching other Local 886 members in the coming months with the goal of getting better representation from their local. They first heard about TDU while on vacation in Colorado by talking to TDUs out of the Boulder, Colorado UPS center!

ABC's of Using the Bulletin Board

Rich Hoolahan
Yellow Freight
Local 30, Irwin, Pennsylvania

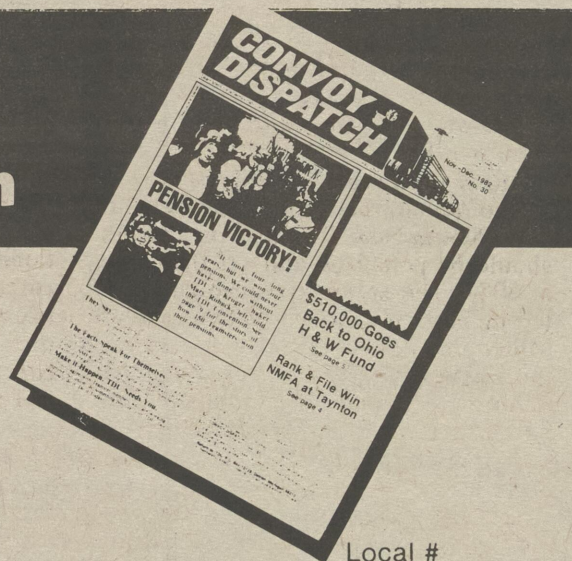
I work at Yellow Freight at the Irwin, Pennsylvania terminal. We have a bulletin board for us, not management. I posted a note saying take your half hour lunch and your coffee breaks, a union condition. Our dispatcher has some of the extra men running scared, so the note was to get them thinking. So what happened? Our TM's superior, Mr. Novak, came in and tried to turn the notice around. But I wrote it on both sides. So he took it down. But I wrote it on the bulletin board behind it! So he covered it up with a blank piece of paper. Even the dispatchers laughed. Our labor relations man did the same thing a month before. I'm trying to get it settled through our BA. Can you believe supposedly professional men would act this way?

SPREAD the WORD Distribute Convoy Dispatch

Every month tens of thousands of working Teamsters depend on *Convoy Dispatch* for hard news on the union, special educational features, and updates on the progress of the rank and file movement.

But they don't get it at a newsstand or drugstore. They get it from a Teamster like yourself who is willing to help keep other Teamsters informed by distributing copies each month.

Help us help all Teamsters by signing up for a monthly bundle of *Convoy Dispatch*. For a small cost you can help spread the word. Use the order form at right today.



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Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(Names are kept confidential from employers and union officials.)

NLRB Hits Anchor on Get Tough Policy

"Get an Inch, Take a Mile"

Last year management at **Anchor in Wellesley Island, New York** threatened disciplinary action against members for distributing or posting literature and for discussing issues. They said: "There are tough federal laws in this area." Well, they were half right, because federal law does prohibit management from interfering with our right to free speech on the job. On February 26, Wellesley Island management had to post a notice stating that they would no longer interfere with members' right to distribute material and discuss issues in non-work areas at non-work times.

Lansing, Michigan Anchor has also gotten into the act by joining up with Local 580 BA Jim Cooper to try and keep the members in the dark. Before a recent TDU meeting, Cooper personally removed TDU flyers and got management to ban future posting. Fortunately, "tough federal laws" apply in Michigan as well as New York, making this kind of dictatorship illegal. NLRB charges have been filed against both Cooper and Anchor

management.

The recent steward's election in Lansing was clouded by the mailing of ballots to people who had not worked for years, and no ballot box security. Local 580 President Don Beechham barely kept the job.

Framingham, Massachusetts Anchor drivers are petitioning against a recent agreement that will expand the areas in which they have to make drops on their half rate backhauls out of eight Central or Southern Conference terminals. The petition also calls upon management and Local 170 to abide by Article 38, Sections 3 and 12, which require that a written agreement be worked out on the number of loads farmed out as return backhauls.

Baltimore Anchor drivers have had a voluntary ABC dispatch for some time, but under Anchor's "get an inch, then take a mile" policy, drivers are now being forced to pick the ABCs. To their credit, over 60 drivers refused to buckle under. Management threatened firings but, after a five hour

facedown, backed down. So much for rumors that Halahan has broken Baltimore.

At **Wilmington Anchor**, the company's get-tough policy is hitting them in the pocketbook, and management seems to have forgotten some of the basics. Three drivers with a total of 57 years seniority and perfect cargo damage records are on compensation because of the dangerous speedup. Three other drivers with over 12 years seniority each have quit. The company's harassment has now extended to banning a coffee wagon from the loading dock area, and banning collections for drivers off sick.

Wilmington management is also endangering drivers' lives, public safety and their own bank account by forcing mechanics to keep quiet about defects discovered during truck servicing.

Meanwhile, an NLRB administrative law judge has upheld Local 326's charge that Anchor has withheld information pertinent to last year's fight over the running mile. The judge has ordered that the information be provided and set up a complicated mechanism to resolve disputes. The last round in this fight is not over, but hopefully a knockout blow will be delivered by a no vote on any contract offer that does not ban the running mile.

Moraine CAT drivers—pack your bags. After a year of trying, Wendell Quillen of Dayton Local 957 has finally imposed his automatic half rate deal on Moraine drivers, at the behest (of course) of Complete Auto Transport management. The deal, begun March 18 for a "60-day trial," will eliminate any maps, zones or reciprocal deals on half rate backhauls.

On two or three legged runs the shortest leg will be half rate automatically. The deal provides for payment, at half rate, of deadhead miles over 200, which gives you an idea how far they are planning to send drivers. The



Norm Barrette
Anchor Motor Freight
Local 170, Worcester, Mass.

I believe the time has arrived when all brothers and sisters in the carhauling industry can no longer be divided. The time is now to be united.

We no longer want the union to give away what we have worked so hard to get, and are sick of being sold down the river.

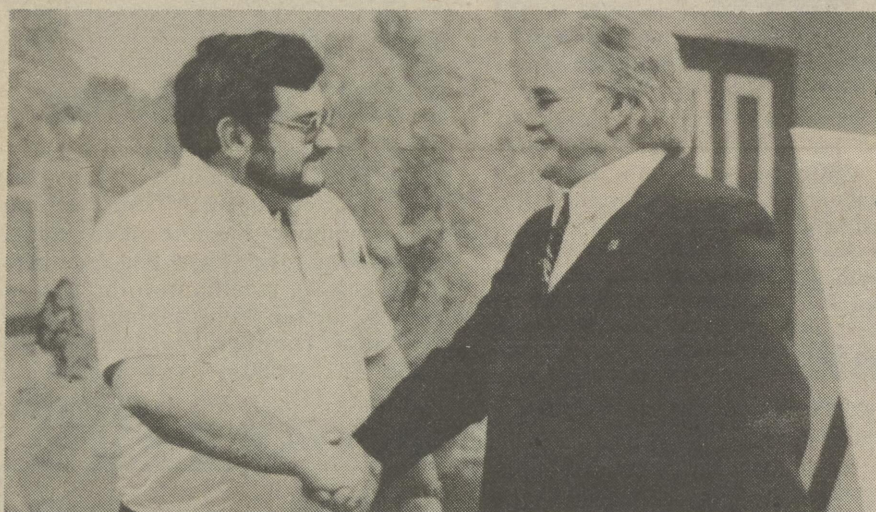
I urge that we all vote this contract down until the company meets our demands. We are the union and it is time to put the power back in the rank and file.

second leg does not have to be in the direction of your home terminal. If the third leg takes you further away from home, you can turn it down, but you give up any deadhead pay. If a return haul is full rate and goes back beyond your home terminal, deadhead pay is also eliminated.

NLRB reverses stand, charges Quillen. Quillen has responded to questions and protests against his illegal conduct with threats and intimidation. Region 9 of the NLRB initially refused to process charges, basing its decision on Quillen's untruthful denials. But following a protest to the NLRB in Washington and the filing of a second set of charges, the Board has decided to proceed against Quillen on both sets of charges. Quillen gleefully posted the Board's initial denial of charges at the CAT terminal, claiming he was exonerated. We wonder if he'll post the latest news.

More carhaul news on page 10.

JOIN TDU



Brad Sieracki
Rieth Riley Construction
Local 364, South Bend, Indiana

Frank Alberty
Murphy Motor Freight
Local 364, South Bend, Indiana

Six months ago, TDU was virtually nonexistent in our local. Now, we've got a thriving chapter with members in freight, construction and manufacturing. Last month we distributed 1,000 **Convoy Dispatch** and 2,000 freight contract bulletins.

We're proud to be a part of the TDU movement, because TDU makes a difference. You can help make that difference. Don't just sit and let things happen to you, your job, and your union. Join TDU today!

TDU Membership Application

Name _____ Local Union # _____

Address _____

City _____ State/Prov. _____ Zip _____

Phone () _____ Company _____
Area Code

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐
Construction ☐ Production ☐ Other _____

☐ \$25 membership fee—for one year's membership & subscription to **CONVOY DISPATCH**.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210
(TDU membership is kept confidential from employers and union officials.)

Carhaul Negotiations to Resume April 15

Although proposals were exchanged between union negotiators and carhaul management at their February meeting in Florida, serious talks will only begin following the freight settlement on April 1, at the April 15 National Committee meeting in Scottsdale.

The employers' proposals are a wish-list of takeaways, and although some good union proposals did get through and monetary items are not yet on the table, our top union negotiators have thus far vetoed local union proposals to stop mid-term contract rewrites and to improve enforcement.

Members in many locals are planning resolutions at their April union meetings, demanding that the International represent the members properly. Each member's attendance at the April and May union meetings will add a voice to convincing the union big shots we won't sit still for another

sellout agreement.

Local 299 carhaulers plan to move at their April meeting that the local mail each member a letter recommending a no vote unless the proposed contract meets certain minimum requirements. These include: an end to two-tier wages, flexible work week and the running mile; a ban on any future mid-contract rewrites (Article 22); significant improvements giving local unions power to negotiate local riders and to effectively enforce the contract (including at least a limited right to strike); and the right of BAs to obtain leaves of absence for the entire length of their service.

Copies of the 130 pages of union and management proposals can be obtained from TDU for \$5 to cover costs.

Also available are special posters urging members to attend their local union meetings, with space provided for local time and place details.